

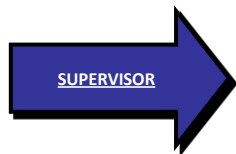
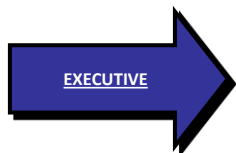


APHIS LEADERSHIP ROADMAP

Recommended Learning Experiences

Recommended Course Options

Leading & Managing Organizations
Leading & Managing Programs
Leading & Managing People
Managing Projects
Managing Yourself



Employee Level and Core Competencies	Learning Experiences	Employee Level and Core Competencies	Available Offerings
Executive Entrepreneurship External Awareness Vision	<ul style="list-style-type: none"> Complete a 360° assessment and attend feedback session Have a mentor/coach and/or be a mentor/coach Engage in executive coaching Participate in executive-level task force committees Within first year as new Executive, conduct formal Leadership Transition workshop with staff Complete self-study online courses Engage in self-directed learning through books, tapes and/or seminars 	Executive Entrepreneurship External Awareness Vision	<ul style="list-style-type: none"> Institutions of Higher Learning, i.e. American University's Key Executive MPA, Harvard's Kennedy School of Government, etc. Mandatory Agency training courses AgLearn Senior Leadership Development Channel Senior Executive Service (SES) Forums APHIS Leadership Seminar Series APHIS Executive Development Guide (resource)
Manager Creativity & Innovation Financial Management Partnering Political Savvy Strategic Thinking Technology Management	<ul style="list-style-type: none"> Complete a 360° assessment and attend feedback session Have a mentor/coach and/or be a mentor/coach Participate in a detail outside of USDA/Congressional Fellowship Within first year as new Manager, conduct formal Leadership Transition workshop with staff Participate as a member of Governmental, Intergovernmental, and/or program task force committees Develop an Individual Development Plan (IDP) Engage in self-directed learning through books, tapes and/or seminars Complete self-study online courses 	Manager Creativity & Innovation Financial Management Partnering Political Savvy Strategic Thinking Technology Management	<ul style="list-style-type: none"> Advanced Leadership Development Program (GS 12-14 supervisors) Situational Frontline Leadership/Situational Leadership II Federal Executive Institute's (FEI) - Leadership for a Democratic Society Institutions of Higher Learning, i.e. American University's Key Executive MPA, Harvard's Kennedy School of Government, etc. Senior Executive Service (SES) - Candidate Development Program Office of Personnel Management (OPM) - Management Development Center Programs/Leadership courses External management courses APHIS Leadership Seminar Series Mandatory Agency training courses APHIS Executive Development Guide (resource) AgLearn online training courses
Supervisor Accountability Conflict Management Developing Others Human Capital Management Leveraging Diversity	<ul style="list-style-type: none"> Complete a 360° assessment and attend feedback session Have a mentor/coach and/or be a mentor/coach Participate in a detail within USDA /program /agency Serve as a representative on a program /agency/ department committee Develop an Individual Development Plan (IDP) Complete a formal Supervisory Training program Complete self-study online courses Within first year as new Supervisor, conduct formal Leadership Transition workshop with staff Engage in self-directed learning through books, tapes and/or seminars 	Supervisor Accountability Conflict Management Developing Others Human Capital Management Leveraging Diversity	<ul style="list-style-type: none"> Fundamentals of APHIS Human Resource Management (FAHRM) Advanced Leadership Development Program (GS 12-14 supervisors) Intermediate Leadership Development Program (GS 7-11) Situational Frontline Leadership APHIS Leadership Seminar Series Crucial Conversations Mandatory Occupational Safety & Health Administration course External Supervisory courses Mandatory Agency training courses AgLearn online training courses
Project Manager & Team Leader Decisiveness Influencing/Negotiating Team Building Technical Credibility	<ul style="list-style-type: none"> Complete a 360° assessment and attend feedback session Have a mentor/coach and/or be a mentor/coach Participate in a detail within APHIS Visit program sites/field/headquarters Serve as a member of a APHIS-wide special project team Develop an Individual Development Plan (IDP) Complete a formal Project Management training Participate in external education and training courses Complete self-study online courses Engage in self-directed learning through books, tapes and/or seminars 	Project Manager & Team Leader Decisiveness Influencing/Negotiating Team Building Technical Credibility	<ul style="list-style-type: none"> Leadership Development Program for Team Leaders and Project Managers APHIS International Training Program (AITP) Situational Frontline Leadership/Situational Self Leadership So You Think You Want To Be a Supervisor Seminar Crucial Conversations APHIS Leadership Seminar Series External Project Manager/Team Leader courses Mandatory Agency training courses AgLearn online training courses
All Employees Continual Learning Customer Service Flexibility Integrity/Honesty Interpersonal Skills Oral Communication Problem Solving Public Service Motivation Resilience Written Communication	<ul style="list-style-type: none"> Develop an IDP with supervisor Have a mentor/coach and/or be a mentor/coach Engage in some cross training within program Volunteer for collateral duty assignments and/or specific projects Join and become active in outside professional organizations Participate in external education and training courses Complete self-study online courses Engage in self-directed learning through books, tapes and/or seminars 	All Employees Continual Learning Customer Service Flexibility Integrity/Honesty Interpersonal Skills Oral Communication Problem Solving Public Service Motivation Resilience Written Communication	<ul style="list-style-type: none"> Basic Leadership Development Program (GS 4-6) Intermediate Leadership Development Program (GS 7-11) Administrative Career Development Services (ACDS) Situational Self Leadership Presentation Skills training Myers Briggs Type Indicator (MBTI) Assessment Crucial Conversations So You Think You Want To Be a Supervisor Seminar Mandatory Agency training courses External Courses: <ul style="list-style-type: none"> ✓Writing ✓Problem Solving ✓Conflict Management AgLearn online training courses